

**PAY DIFFERENTIAL 132**  
**RECRUITMENT AND RETENTION DIFFERENTIAL PAY – AVENAL,**  
**CHUCKAWALLA VALLEY, AND IRONWOOD UNITS 01, 02, 03, 04 06, 09, 10, 11, 12,**  
**13, 14, 15, 16, 17, 18, 19, 20, AND EXCLUDED EMPLOYEES**

Established: 01/01/89

Revised: 07/01/98, 07/01/03

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
<b>Rank and File:</b>			Prison Industry Authority Department of Corrections: Avenal, Chuckawalla Valley,and Ironwood
All Classes	Various	R01, R02, R03, R04, R06, R09, R10, R11, R12, R13, R14, R15, R16, R17, R18, R19, R20	
<b>Excluded:</b>			
All Supervisory Classes	Various	S01, S02, S03, S04, S06, S09, S10, S11, S12, S13, S14, S15, S16, S17, S18, S19, S20	
All Confidential designated employees	Various	C01, C02, C03, C04, C06, C09, C10, C11, C12, C13, C14, C15, C16, C17, C18, C19, C20	
CEA	7800	M01	
Chief Dentist	7830	M16	
Chief Medical Officer Correctional Facility	7547		
Correctional Administrator, Department of Corrections	9645	M06	
Facility Captain, Correctional Institution	9646		
Correctional Captain	9650		
Warden (Exempt)	9625	E99	

RATE	EARNINGS ID
\$2400 per year (annual payment)	9K

CRITERIA
Employees who are employed at Avenal State Prison, Chuckawalla Valley State Prison, or Ironwood State Prison for 12 consecutive qualifying pay periods after the above designated eligibility dates shall be eligible for the differential, payable within 30 days following the completion of every 12 consecutive qualifying pay periods.
If any employee voluntarily terminates, transfers, or is discharged prior to completing 12 consecutive qualifying pay periods at Avenal State Prison, Chuckawalla Valley State Prison, or Ironwood State Prison, there will be no pro rata payment for those months served.
If an employee moves from one eligible facility to another eligible facility without a break in service and within eligible classifications, qualifying pay periods at each location cumulate.
The \$2400 bonus may be prorated if the employee would have otherwise qualified if he/she had not died while employed in a facility which qualifies for the bonus.

**CRITERIA - CONTINUED**

If an employee is mandatorily transferred by the department, he/she shall be eligible for a pro rata share for those months served.

If any employee promotes to a different facility or department other than Avenal State Prison, Chuckawalla Valley State Prison, Ironwood State Prison, prior to completion of the 12 consecutive qualifying pay periods, there shall be no pro rata share for those months served.

Part-time and intermittent employees shall receive a pro rata share of the annual recruitment and retention differential based on the total number of hours worked during the 12 consecutive qualifying pay periods.

**IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:**

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

**INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY**

OVERTIME	No/Yes (FLSA)
IDL	Yes
EIDL	Yes
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No